

# Report of the Assistant Director, Policy, Programmes and Change to the meeting of Executive to be held on Tuesday 20 September 2016.

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## Subject:

Bradford Council's New Equalities Objectives

## Summary statement:

This report provides Bradford Council's proposed new equality objectives for 2016-2020. They focus on a few meaningful and challenging equality issues on which the Council will report progress, on an annual basis.

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**Portfolio:**

**Corporate**

**Overview & Scrutiny Area:**

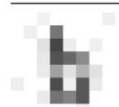
**Corporate**

## 1. SUMMARY

- 1.1 We are committed to ensuring that every part of the district and everyone who lives in it is equitably served, and no one feels excluded or is unfairly favoured or disadvantaged. Promoting equality is one of our core principles and is central to all we do.
- 1.2 This report provides Bradford Council's proposed new equality objectives for 2016-2020. They focus on a few meaningful and challenging equality issues on which the Council will report progress, on an annual basis.

## 2. BACKGROUND

- 2.1 The Bradford district is a diverse and youthful area. We have an ever-changing population of over half a million people originating from all corners of the globe, creating a rich cultural mix. People from black, minority, ethnic backgrounds make up 36% of the total population and there are 153 languages spoken across the district. Our worldwide roots from current and historic migration, have allowed us to build a big economy with global reach. Nearly one in four of residents are under the age of 16 years. Bradford Council aims to serve and represent the whole district in all its diversity. The Council's goal is to ensure that every part of the district and everyone who lives in it is equitably served. No-one must feel excluded, and no-one unfairly favoured or disadvantaged.
- 2.2 The Council has legal responsibilities relating to equalities but these are a minimum requirement. There is understanding of the wider benefits of improving everyone's quality of life and our social responsibility. We therefore need to make sure that we set equality objectives that reflect and support this diversity and ensure we maximise the vibrancy and energy of the people we work for.
- 2.3 The Public Sector Equality Duty sets out a number of aims that public bodies should have regard to in their operation and is supported by some specific duties which include the requirement on public bodies to set and publish at least one specific and measurable equality objective at least every four years and to publish information on how they are complying with the Equality Duty annually.
- 2.4 In their operation public bodies should have regard to the need to:
- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 2.5 The defined set of protected characteristics as set out in the Equality Act 2010 are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; and (in relation to discrimination) marriage and civil



partnership. The Council's approach to equalities goes beyond this, by looking at equality more broadly and taking into account the impact of our decisions on people on low income or with a low wage.

### **Current equality objectives and action plan**

- 2.6 In June 2012 the Council's Executive agreed a set of equality objectives with a supporting Equality Action Plan. Progress against the action plan has been published on an annual basis on the Council's website. On Executive's request Corporate Overview and Scrutiny Committee has also received an annual report outlining the progress on the objectives and has provided scrutiny of the ongoing work.

### **Context for new equality objectives**

- 2.7 With the last set of objectives published in 2012, the Council is now required to set new objectives in 2016. However this has been delayed to September 2016 to enable the equality objectives to be embedded in to the new Council Plan. The Council Plan presents the overall priorities of the Council for the next four years. The objectives then focus on those areas requiring greater equalities consideration. Both reports are being presented at the same Executive meeting.
- 2.8 It has also been recognised that there is an opportunity to not only set new equality objectives to meet legislation, but that having a refreshed view of equalities across the whole organisation would also have a positive impact on the whole district. This work has therefore not been undertaken in isolation, but is contributing to a wider refresh of our corporate equalities approach.
- 2.9 The equality objectives will also support the District Plan and as presented in the new Council Plan, the Council's principles of reducing inequality and providing opportunities for everyone. We will always challenge unfair practice and encourage inclusive policies from employers and services in the district
- 2.10 The objectives set in 2012 with the accompanying action plan, captured a detailed range of equality activities undertaken by departments. This is work that is embedded in our day to day functions as a Council. The ambition for the new objectives is to be far more strategic and capture fewer key areas which the whole organisation can contribute to and that will have maximum impact on the district. By 2020 we want to be able to demonstrate how they have made a difference over and above the day to day equalities work which the Council undertakes.
- 2.11 With this in mind the Corporate Equality Group (senior officer group with representation from across the authority chaired by the Director for Human Resources), received approval from Corporate Management Team in summer 2015 to progress work on setting new objectives.

## **3. OTHER CONSIDERATIONS**

### **Consultation**

- 3.1 Consultation has taken place across the Council with all departmental management



teams and the Corporate Equality Group, with political input from the Portfolio Holder and formally with Corporate Overview and Scrutiny Committee. External consultation has also taken place with the Voluntary and Community Sector through the Assembly's Equality Forum, with the (former) Equality Delivery Group and with representatives from the district's community of interest groups.

- 3.2 As a means of better connecting and improving the Council's broader equality activity, discussions have also taken place with partner organisations in the district (including the two hospital trusts, the Clinical Commissioning Groups, West Yorkshire Police). Consultation has also extended to West Yorkshire local authority partners. It is intended to continue links with these organisations and look at the potential of sharing actions for the delivery of each organisation's objectives.
- 3.4 As it had been agreed to have a small number of focused objectives, the consultation feedback along with supporting data was presented to Corporate Equality Group to prioritise the areas the Council should focus on. Detailed discussions with services in the Council then identified how those objectives were going to be realised.
- 3.5 The proposed new objectives were presented to both Corporate Equality Group Corporate Management Team for a final officer perspective and approval.

#### **New equality objectives**

- 3.6 A summary of the objectives are outlined below. Greater detail on each objective is presented at appendix 1. This includes which of the three aims of the public sector equality duty the objectives meet, how progress will be demonstrated and with whom accountability lies.
  - Community relations – ensure that the people of the district get on well together.
    - a) Encouraging and celebrating good community relations and active citizenship – promoting campaigns and opportunities to participate, (People Can Make a Difference), raising awareness of 'cultural' events (Black History Month, Holocaust Memorial Day etc.)
    - b) Hate and street crime – education programmes in schools, increasing reporting, reducing street based sexual harassment.
  - Employment and skills – promote inclusive growth through ensuring those most disadvantaged in the labour market are able to get the skills they need and access good jobs.
    - a) Poverty and ethnicity employment and skills programme - addressing barriers and blockages to employment and career progression for disadvantaged groups.
    - b) Apprenticeship programme – ensuring that the Council's new apprentices are representative of the district with a focus on Looked After Children and people with disabilities.
  - Organisational equalities culture – the Council is well run, fit for business and is fair and inclusive in its approach.



- a) Equalities competency and corporate approach – a wide ranging programme of equality competency activities and improved governance arrangements (staff equality networks, formal training for elected members and officers, safe space lunches, awareness raising, procurement processes).
  - b) Workforce diversity – recruitment options, commissioning requirements, career progression options.
  - c) Accessible services – Accessible Information Standard implemented in Health and Social Care, and extended to customer access points primarily through our customer services.
- Equality data – our data better provides us with the right insight, evidence and intelligence to make well informed decisions that impact on our communities.
    - a) Equality monitoring – gathering more information on service users to better understand our service impacts.
    - b) Use of the equality data and information – raising awareness of available information across the whole Council.

### **Next steps**

- 3.7 The activities to deliver the equality objectives' are being integrated in to the Council Plan. Once the equality objectives are approved, the indicators for each objective will be included in the Council's performance framework which also supports the delivery of the Council Plan. This will also enable us to demonstrate that our resources are making the biggest impact possible on the things we have agreed are most important, including our equality objectives.

Communications and regular updates on progress being made to deliver the Council Plan will focus attention on our objectives and keep this work at the forefront of everything we do. It will also flow through department and service planning and individual plans and actions.

- 3.8 Oversight of the delivery of the objectives will be undertaken by the Council's Corporate Equality Group (CEG). Departmental Management Teams will take responsibility for monitoring their contributions to the objectives, with any issues being escalated to CEG and on to Corporate Management Team when necessary.
- 3.9 The Portfolio Holder for Neighbourhoods and Community Safety will provide regular Member oversight of progress with the objectives. Corporate Overview and Scrutiny Committee will also receive annual progress updates on the objectives. This reporting will also ensure we meet our legislative requirements to publish progress annually on how the Council is meeting the three aims of the Public Sector Equality Duty.
- 3.10 Activities to improve our work and equality impacts on the people of Bradford, alongside our organisational approach will be shared with partners through the Bradford District Partnership Strategic Delivery Partnerships. Where appropriate cross partner initiatives will be sought, to ensure expertise is shared and resources maximised.



#### **4. FINANCIAL & RESOURCE APPRAISAL**

- 4.1 Compliance with the development and delivery of the new equality objectives will be met from existing resources.

#### **5. RISK MANAGEMENT AND GOVERNANCE ISSUES**

There are no significant risk management or governance issues arising out of the recommendations of this report.

#### **6. LEGAL APPRAISAL**

- 6.1 The Equality Act 2010 consolidated a wide range of equalities legislation that had until then been contained in separate statutes. Section 149 of the Act introduced a Public Sector Equality Duty which requires local authorities and other public bodies, in the exercise of their functions, to have due regard to the need to:

- eliminate discrimination, harassment, victimisation
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it

- 6.2 The Public Sector Equality Duty is also supported by two specific duties requiring public bodies to set and publish at least one specific and measurable equality objective at least every four years and to publish information on how they are complying with the Equality Duty annually. This is set out in the Equality and Human Rights Commission guidance.

- 6.3 The Equality and Human Rights Commission oversees compliance within the statutory timescales. If the Council does not agree to set and publish the equality objective within required timescales, the Commission has powers to issue a compliance notice against the council and if non-compliance persists, seek an order from the County Court that instructs the council to comply with the Specific Duty.

#### **7. OTHER IMPLICATIONS**

##### **7.1 EQUALITY & DIVERSITY**

As presented in this report it is important that the Council gives due regard in any decision making it undertakes. The Council will continue to undertake activity to ensure that equality is considered through the development and delivery of all its functions. In addition the equality objectives themselves will allow the Council to focus on a few key areas which will have maximum impact on the district and work with partners in their delivery. This will not be at the detriment of its other equality responsibilities.

##### **7.2 SUSTAINABILITY IMPLICATIONS**

There are no sustainability implications from the new equality objectives.



### **7.3 GREENHOUSE GAS EMISSIONS IMPACTS**

There are no gas emission impacts from the new equality objectives.

### **7.4 COMMUNITY SAFETY IMPLICATIONS**

The public sector equality duty explicitly states that public authorities must have due regard to the need to eliminate discrimination, harassment, victimisation. This is therefore a fundamental element of the considerations that the Authority gives when assessing equality impacts on any changes to any of its functions. 'Community relations' is also being proposed as a new equality objective.

### **7.5 HUMAN RIGHTS ACT**

There are no Human Rights Act impacts from the development of the new equality objectives.

### **7.6 TRADE UNION**

Some of the suggested equality objectives are in connection to the workforce, both in development, training and diversity. The Trade Unions will as such be kept up to date on the equality elements of the workforce development programme.

### **7.7 WARD IMPLICATIONS**

There will be no specific ward implications as the equality objectives will have district wide impact.

## **8. NOT FOR PUBLICATION DOCUMENTS**

None

## **9. OPTIONS**

9.1 Members could give their approval to the proposed objectives.

9.2 Members could request revisions to the proposed objectives.

## **10. RECOMMENDATIONS**

10.1 Members of Executive are recommended to approve the new equality objectives as set out in Appendix 1.

10.2 That Strategic Directors are requested to ensure that the equality objectives are embedded in to the Council Plan delivery plans.

10.3 The Portfolio Holder for Neighbourhoods and Community Safety will oversee delivery against the Objectives

## **11. APPENDICES**

Appendix 1 – Bradford Council's Equality Objectives 2016-2020





## 12. BACKGROUND DOCUMENTS

Equality and Human Rights Commission guidance:

[http://www.equalityhumanrights.com/sites/default/files/publication\\_pdf/Equality%20objectives%20and%20the%20equality%20duty.pdf](http://www.equalityhumanrights.com/sites/default/files/publication_pdf/Equality%20objectives%20and%20the%20equality%20duty.pdf)





## Appendix 1: Bradford Council's Equality Objectives 2016-2020

<b>EQUALITY OBJECTIVE: Community Relations - ensure that the people of the district get on well together.</b> Meets the Public Sector Equality Duty aims of eliminating discrimination, harassment and victimisation; fostering good relations between different groups.		
Focus and detail	Demonstrating progress	Responsibility
<p><b>Encouraging and celebrating good community relations and active citizenship</b></p> <p>We will work hard to make it easier for people to not only understand but participate in decision making processes that affect their lives. We will do this through maximising voter registration and strengthening the voice and influence of underrepresented groups.</p> <p>Across the district there is a lot of volunteering, neighbourliness, fundraising and community action which takes place. This allows people come together as communities to have fun and meet new people. Many of these activities lead to better relations between people and communities. These activities should be promoted and celebrated for others to learn from, to build understanding and to strengthen the voice and influence of underrepresented groups. This will be done through the “people can make a difference” campaign, and active promotion of key events with the media. This will be embedded through more work on improving the Council’s own equality culture including its diversity (see objective).</p> <ul style="list-style-type: none"> <li>• People can campaign – <a href="http://www.peoplecanbradforddistrict.org.uk">www.peoplecanbradforddistrict.org.uk</a></li> <li>• Example events: the Big Sing, Bradford Pride, Holocaust Memorial Day, Armed Forces Day, Black History Month etc</li> </ul>	<p>More people getting on well together, measured through an increase in ‘people feeling like they are living harmoniously together’ (Place Survey).</p>	<p>Neighbourhoods &amp; Customer Services Office of the Chief Executive (current Policy Programmes &amp; Change, Public Affairs &amp; Communication)</p>

<p><b>Hate and street crime</b></p> <p>Hate crimes are any incidents that are targeted at a person because of hostility or prejudice towards that person's disability, race or ethnicity, religion or belief, sexual orientation, transgender identity. Hate crime affects all communities and if not tackled can lead to the isolation and victimisation of individuals and vulnerable groups. However there are also other crimes which impact on people due to one of their protected characteristics. We will take more forceful action against hate crime by:</p> <ul style="list-style-type: none"> <li>• Implement an education programme in schools, to build young people's understanding of diversity. This will build understanding in Bradford's young people from an early age to help reduce future hate crime incidence.</li> <li>• Raise awareness of hate crime reporting and in the longer term help reduce incidence. Support the running of third party reporting centres, and raise awareness in public places.</li> <li>• Reduce sexual harassment of women at institutes of higher and further education as well as in city and town centres through education, enforcement and increased reporting.</li> </ul>	<p>Fewer incidents of hate crime measured through a reduction in the numbers of hate crimes (balanced against possible increases in reporting)</p> <p>Fewer people being sexual harassed measured through a reduction in the numbers of sexual harassment issues (balanced against possible increases in reporting)</p>	<p>Neighbourhoods &amp; Customer Services Safer and stronger communities team Children's Services equality and diversity team</p>
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<p><b>EQUALITY OBJECTIVE: Employment and Skills - promote inclusive growth through ensuring those most disadvantaged in the labour market are able to get the skills they need and access good jobs.</b></p> <p>Meets the Public Sector Equality Duty aims of advancing equality of opportunity between different groups.</p>		
<p><b>Focus and detail</b></p>	<p><b>Demonstrating progress</b></p>	<p><b>Responsibility</b></p>
<p>Our aim is to contribute to lowering unemployment gaps in all underrepresented groups in the district. Getting more people from disadvantaged communities into good jobs is at the heart of strategies to reduce poverty in Bradford district.</p> <p><b>Poverty and ethnicity employment and skills programme</b></p> <p>The poverty and ethnicity programme (a two year programme funded by the Joseph Rowntree Foundation) will work with business and public sector partners to address barriers and blockages to employment and career progression for</p>	<p>More people from disadvantaged communities getting good jobs measured through:</p> <ul style="list-style-type: none"> <li>• An increase in income and progression opportunities by people from disadvantaged groups</li> <li>• An increase in the percentage of employers committed to employing a diverse workforce.</li> </ul>	<p>Policy, Programmes and Change (PPC) Regeneration Children's Services</p>

<p>disadvantaged groups. The two year programme will identify a series of projects with which to work with to add value and influence.</p> <p>In the first year there will be a project working with business partners to encourage more people in the deprived parts of the district to seek employment with businesses located near to them. Activity will include working with local education establishments to ensure that relevant skill development opportunities are available, and with schools to build the aspirations of young people and their parents to see the benefits of working in locally available industries.</p>		
<p><b>Apprenticeship programme</b>  Ensuring that the Council makes full use of its commitment to take on apprentices under the government’s new legislation (Enterprise Bill and Apprenticeship Levy) includes a focus on those furthest from work. This will include vulnerable young people, to allow them to benefit from more choice and opportunity, especially the district’s Looked After Children and people with disabilities and reflect the communities we serve as much as possible. Some of this work will be undertaken with partner organisations, to share good practice. This programme is in its infancy and will be developed by April 2017. The ethnicity and poverty programme funding will enable this to explore new ways of doing things, beyond existing practices.</p> <p>There should be an allocation of apprentices for each Council department, with protected characteristics of apprentices monitored to ensure they are representative of our communities.</p> <p>**This work will also support the Council’s objective to increase its workforce diversity by bringing in people who are currently less well represented.</p>	<p>Getting more people accessing good jobs measured through:</p> <ul style="list-style-type: none"> <li>• Meeting legislative targets for the number of apprentices recruited and engaged.</li> <li>• Ensuring the range of protected characteristics of the apprentices closely matches that of the communities we serve.</li> </ul>	<p>Children’s Services (Employment &amp; Skills team, Looked After Children team)  Human Resources (HR)  PPC  Adults (Link to disabilities)</p>

**EQUALITY OBJECTIVE: Organisational Equalities Culture - the Council is well run, fit for business and is fair and inclusive in its approach.**

Will support all three aims of the Public Sector Equality Duty.

Focus and detail	Demonstrating progress	Responsibility
<p><b>Equalities competency and corporate approach</b>                      As a means of creating an environment where staff feel engaged with our Council values, a wide ranging programme of officer and member equality engagement activities and opportunities will be developed. This will be delivered to more strongly embed equalities in to the day to day working of the Council. This will include a refresh of Corporate Equality Group, the development of staff networks, awareness raising and training sessions, and stronger promotion of equality and diversity events and celebrations. The three aims of the Public Sector Equality Duty will also be made more implicit in our procurement processes, making sure we support the local economy. The aim will be to improve equality awareness and competence throughout.</p> <p>Elected members and Council Officers will be supported to consider the impact of our decisions and activities on all citizens and to mitigate any negative impacts where possible.</p> <ul style="list-style-type: none"> <li>• Elected members will continue to receive training around equality and diversity issues and support on scrutinising equality impact assessments for major decisions.</li> <li>• Senior managers will also receive training around equality and diversity and support given on completing equality impact assessments for major policy and service decisions</li> </ul> <p>**This objective will also strongly link with improved community relations, with activity planned and celebrated externally being promoted internally as well.</p>	<p>The number and range of equality training and awareness raising activities planned for officers and members.</p> <p>Positive feedback from the training demonstrating improved understanding</p>	<p>PPC, HR, Neighbourhoods &amp; Customer Services and Commissioning &amp; Procurement</p>
<p><b>Workforce diversity</b>                      Explore and create a range of recruitment methods to enable the</p>	<p>The workforce more closely represents the communities we serve</p>	<p>HR in co-ordination with all departments</p>

<p>Council to recruit more effectively appealing to a wider range of people (as outlined in the Front Line Managers training programme). This should include the raising of aspirations of communities and individuals. Where appropriate procurement and commissioning processes should also include steps to ensure the workforces of those we do business with are representative of the district, as a means of encouraging best practice.</p> <p>A stronger focus to also be placed on working with services to ensure job profiles allow progression, offering more secondments and providing shadowing, mentoring and job swops.</p> <p>**This objective will also strongly link with other objectives around equality data and apprenticeships, and will be contributed to through the poverty and ethnicity programme.</p>	<p>at all levels of the organisation.</p>	
<p><b>Accessible services</b> The Council will focus on making the information it produces more accessible to help people understand which services to use and when. This will be undertaken as a staged process:</p> <ol style="list-style-type: none"> <li>1. Meeting our legal obligations through the implementation of the new Accessible Information Standard within health and social care.</li> <li>2. Expanding the good practice from the implementation of the AIS programme to all customer access points in the Council. This would further support the council's commitment made in year 2000 to the five principles for producing better information for disabled people.</li> </ol>	<ol style="list-style-type: none"> <li>1. AIS implemented across Health &amp; Social Care services in the Council.</li> <li>2. Alternative formats of information available</li> </ol>	<ol style="list-style-type: none"> <li>1. Adults and Community Services lead</li> <li>2. Adult and Community Services working with all departments and Customer Services in particular.</li> </ol>

<p><b>EQUALITY OBJECTIVE: Equality Data - our data better provides us with the right insight, evidence and intelligence to make well informed decisions that impact on our communities.</b></p>		
<p>Will support all three aims of the Public Sector Equality Duty.</p>		
<p><b>Focus and detail</b></p>	<p><b>Demonstrating progress</b></p>	<p><b>Responsibility</b></p>

<p><b>Equality monitoring</b>  To better understand our service users the Council needs to establish a more consistent understanding of its customers. We need to establish what levels of customer equality information is currently being collected, and seek appropriate and proportional ways to improve areas where information is missing and our customers are less well known.</p>	<p>A full review of existing equality monitoring arrangements collated and analysed.</p> <p>An action plan developed and implemented to ensure gaps in information and knowledge are filled</p>	<p>PPC coordination with all departments</p>
<p><b>Use of the equality data and information</b>  All equality data and information needs to be made more widely accessible and available (without contravening data protection) to support the authority to develop a broader view of the equality issues it needs to address when developing policies and making financial decisions. Availability of the data needs to be promoted across all management levels to ensure it is used to inform that decision making.</p>	<p>Equalities data shared and promoted through the newly developed consultation and engagement network.</p>	<p>PPC coordination with all departments</p>